Army Management Staff College

http://www.amsc.belvoir.army.mil

"Educating Sustaining Base Leaders"

U.S. ARMY MANAGEMENT STAFF COLLEGE

Home Station Briefing

To be presented by
Each proud AMSC Graduate
SBLMP Class 02-3

"Educating Sustaining Base Leaders"

Our Mission

To *educate* and prepare Army civilian and military leaders to assume *leadership* and management responsibilities throughout the *sustaining base*.

To provide consulting services and conduct research in support of the sustaining base.

"Educating Sustaining Base Leaders"

Focus on the Sustaining Base

That aggregation of:
- law, policy, regulation, guidance
- systems
- resources; $ and things
- people
- facilities; installations

which combine together to:
- prepare the soldier for action
- get the soldier to action
- take care of the soldier during action and
- bring that soldier back home
  and help that soldier's family be
  self sufficient throughout the process...

Key Stakeholders

- **Commanders & Supervisors Throughout the Sustaining Base**

- **Senior Army Civilian and Military Leaders**

- **The DOD Chancellor for Education and Professional Development**

- **Students and Prospective Students**

- **AMSC Alumni**

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Core Competencies

1. **Educate sustaining base leaders.**

2. **Be a sustaining base information resource.**

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Army Management Staff College
Leader Education Programs

Sustaining Base Leadership and Management

- Sustaining Base Leadership and Management Resident Program (SBLM)
- Sustaining Base Leadership and Management NonResident Program (SBLM-NR)

Personnel Management for Executives

- Personnel Management For Executives (PME) I
- Personnel Management For Executives (PME) II

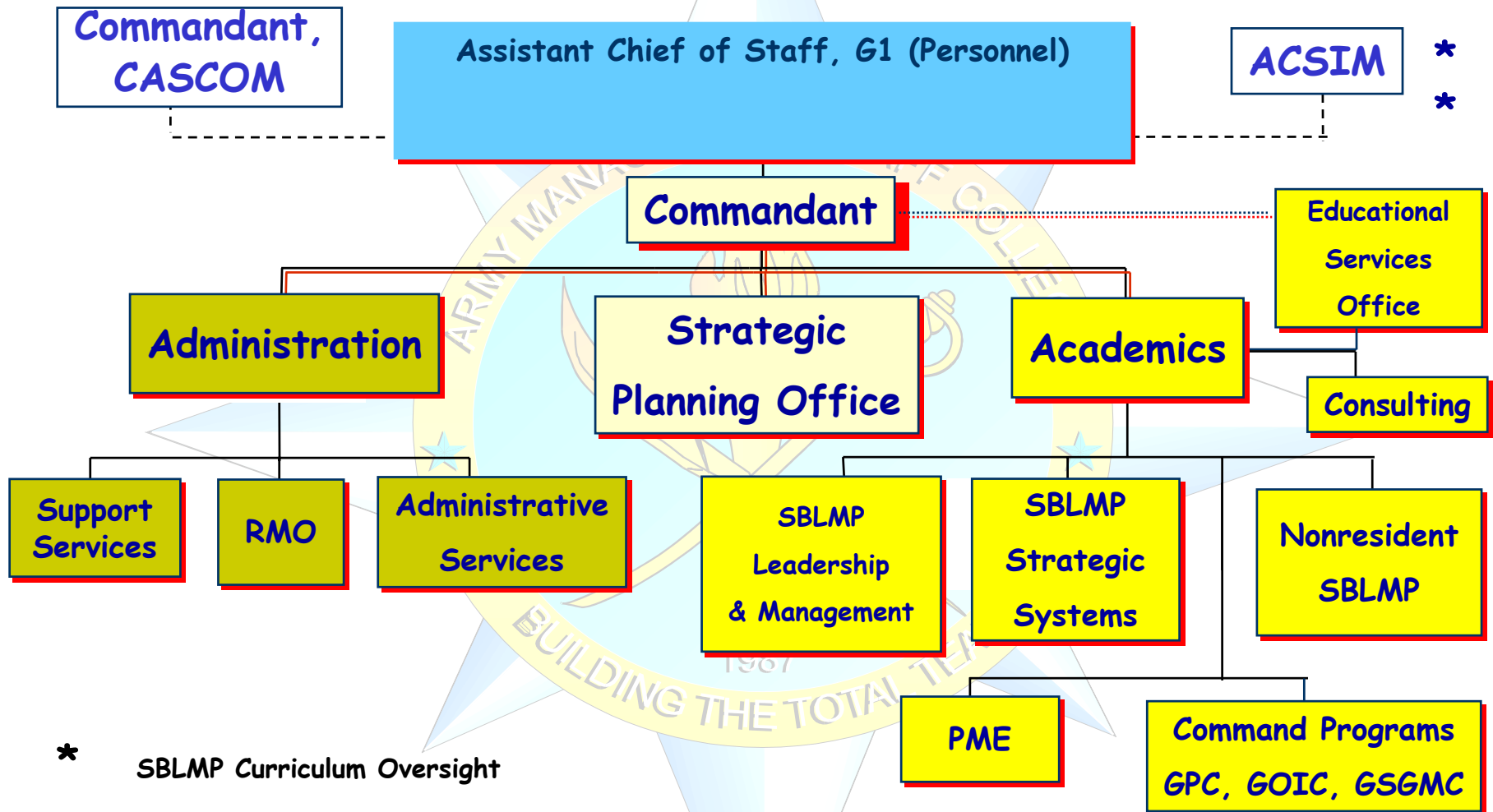*"Educating Sustaining Base Leaders"*

Leader Education Programs

Command Programs

- Garrison Precommand Course (GPC)
- General Officer Installation Command Course (GOIC)
- Garrison Sergeant Major Course (GSGMC)
- Chief of Staff Course (Pilot)

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AMSC -- Who We Are

Commandant, CASCOM

Assistant Chief of Staff, G1 (Personnel)

ACSIM * *

Commandant

Administration

Strategic Planning Office

Academics

Educational Services Office

Consulting

Support Services

RMO

Administrative Services

SBLMP Leadership & Management

SBLMP Strategic Systems

Nonresident SBLMP

PME

Command Programs GPC, GOIC, GSGMC

* SBLMP Curriculum Oversight

** Command Programs Curricula Oversight

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Relevancy

Mr. Ernest J. Gregory
(Principle Deputy to the Assistant Secretary of the Army (Financial Management and Comptroller)

"The Army Management Staff College is the best investment the Army can make. It brings military soldiers and DA civilians together to help them understand just how complex the Army really is."

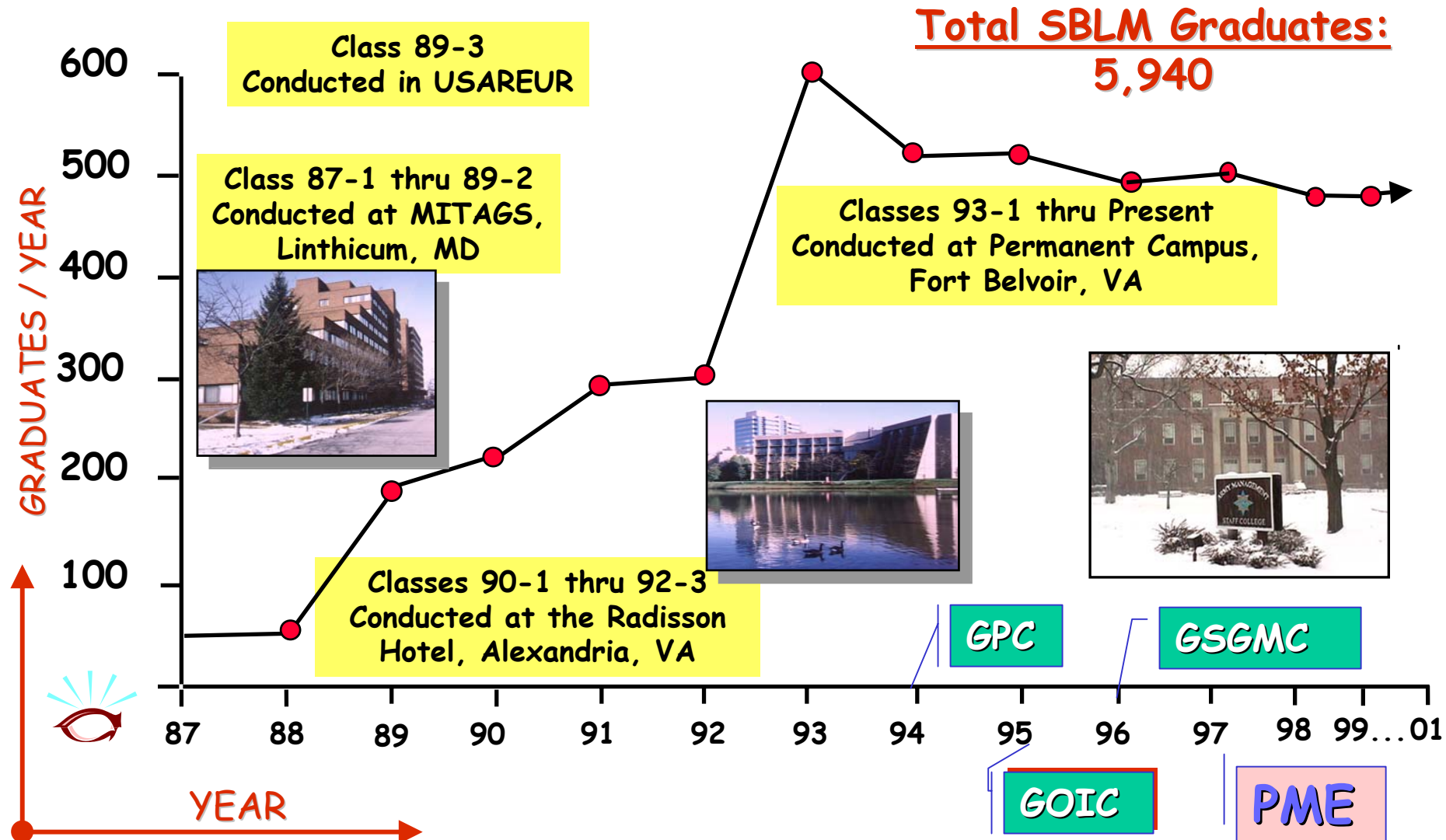*"Educating Sustaining Base Leaders"*

Relevancy

"Investment in people helps the Army and your organization. People return from the SBLM program with an appreciation of the total Army mission and a greater sense of purpose."

Lt. Gen. Robert B. Flowers Chief of Engineers, U.S. Army Corps of Engineer's

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Our History

Total SBLM Graduates: 5,940

Class 89-3 Conducted in USAREUR

Class 87-1 thru 89-2 Conducted at MITAGS, Linthicum, MD

Classes 93-1 thru Present Conducted at Permanent Campus, Fort Belvoir, VA

Classes 90-1 thru 92-3 Conducted at the Radisson Hotel, Alexandria, VA

GRADUATES / YEAR

600
500
400
300
200
100

87 88 89 90 91 92 93 94 95 96 97 98 99…01

YEAR

GPC

GSGMC

GOIC

PME

CIVILIAN LEADERSHIP TRAINING

CORE CURRICULUM

(AR 690-400, Chapter 410/413)

EXECUTIVES

- ★ SES Training Conference (Resident)
- ★ GO/SES Force Integration (Resident)
- ★ CCL (Center for Creative Leadership) (Resident)
- ★ EO/EEO Orientation (Resident)
- APEX SES Orientation (Resident)
- ★ GO/SES Leadership Communications Workshop (PAO)

MANAGERS

- ★ MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)

SUPERVISORS

- ★ SDC (Supervisory Development Course) (Correspondence)
- ★ LEAD (Leadership Education and Development Course) (on site)

INTERNS

- ★ ILDC (Intern Leadership Development Course) (on site)
- ★ AODC (Action Officer Development Course) (Correspondence)

Sustaining Base Leadership & Management Program SBLM)
at Army Management Staff College
Defense Leadership and Management Program
Senior Service College

★ Mandatory

05/01

Our Campus

Humphreys Hall
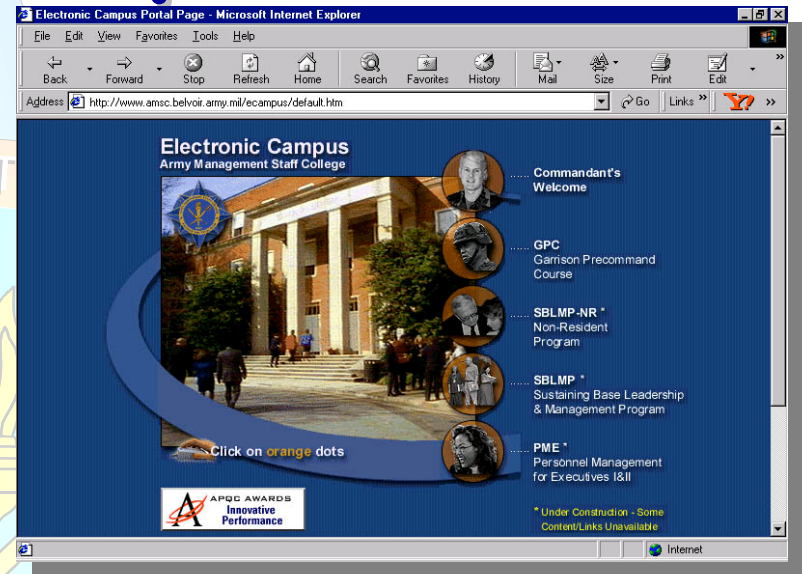
Electronic Campus

Knadle Hall

Thayer Hall

"Educating Sustaining Base Leaders"

Who attends SBLM?

Civilian	91%
Military	9%
Avg Grade	12
Avg Age	45
Male	70%
Female	30%
Minority	46%
Prof Degree	2%
Masters Degree	36%
Bachelors Degree	45%
Assoc/No Degree	17%

SBLM Program Class 02-3

All MACOMs and Career Programs represented.

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Am I eligible for SBLM?

- **Target Audience**
  - **GS/GM12-14**
  - **(11's & 15's by exception)**
  - **MAJ & LTC; CWO, CSM/SGM**
- **ACTEDS Funded (except military; Civil Works)**
- **DA Centrally Selected**
- **Four Classes Per Year**
  - **Up to 165 students/class (Res) x 3**
  - **Up to 90/class (Non-Res) x 1**
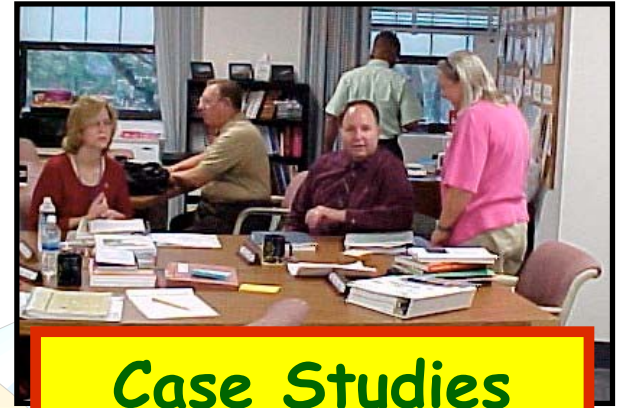- **12-Week (+2 NR) Resident Program**
- **12-Month Non-Resident Program**

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Focus on Seminars

Practical Exercises

Lectures

Field Trips, Leadership Roles

Case Studies Critical Thinking

Top Guest Speakers

Reading Research Analyzing Writing

Oral Presentations

Educational Methodology

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Competencies

Focus of Assessment, Remediation, and Evaluation

LEADERSHIP

COMMUNICATION

DECISION MAKING

ANALYSIS

ARMY CULTURAL LITERACY

ARMY ENVIRONMENT

ARMY READINESS & SYSTEMS

Frank and Ernest

—OH WOW! PARADIGM SHIFT!

THAVES 2-26
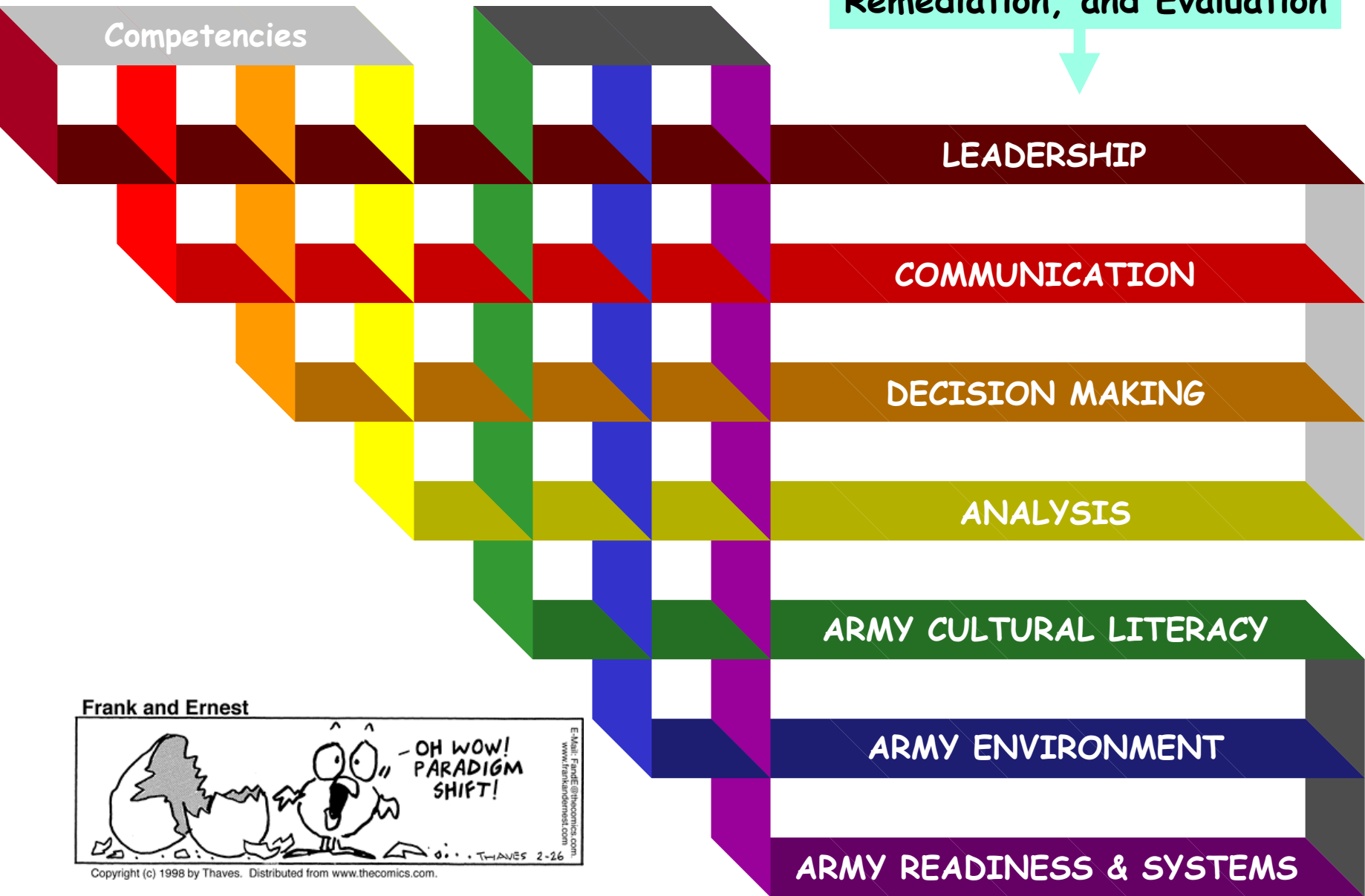
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Team Leader Development Activity

SBLM Learning Process

- **Gives students background information, problem statement, or issue definition**

- **Students research, analyze, produce paper or briefing or both**

- **Students brief teams, seminars**

- **Facilitate After Action Review**

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SBLM Non-Resident Curriculum

- *Pre-program Package*

- Term 1: **Leadership & Management in the Sustaining Base**

- Term 2: **Doctrine, Strategy & Forces**

- Term 3: **Integrating Systems**

- Term 4: **Force Projection & the Sustaining Base**

- *Research Projects*

- **Capstone Week**

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SBLM
Nonresident Program

- **Established for those individuals who have long-term personal or professional situations that might preclude attendance in residence**

- **Applicants must clearly declare and explain their preference for the non-resident program (mission requirements, personal hardships, etc.)**

- *This ain't no correspondence course!!!*

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Resident & Nonresident Compared

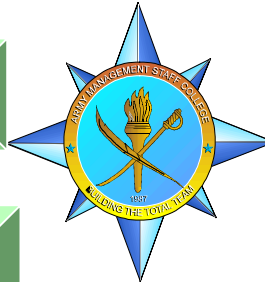| Resident	Nonresident
Humphreys Hall	Cyber Schoolhouse
Class Leaders	Class Leaders
Active Seminar Life	Virtual Seminar Meetings
Daily Discussion	Weekly Forum
Daily Feedback; Learning Matrix	Online/tele. Feedback; Long Term Requirements
Face-to-face Counseling	-onic Counseling
Capstone	Capstone
Awards & Graduation	Awards & Graduation

College Life Beyond Academics

Gettysburg Visit

Community Project

Tour of Metro Area

Class Outing

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Life Beyond Academics…

… and much, much more!

Dinner Social

Getting to Know You

Softball Challenge

• Physical Challenges

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ACE Evaluation Results

- **15 GRADUATE SEMESTER HOURS-SBLMP**

Resident-2001

Government (6)
Logistics Management (6) Bus. Admin or
Management (3 Grad or Upper Level UG)

Nonresident-1999

Management and Strategy (3)
Government (6)
Logistics (6)

- **9 UPPER LEVEL BACCALAUREATE SEMESTER HOURS-SBLMP**

Communications (3)
Human Resources Management (3)
Public Administration (3)

Communications (3)
Management (6)
Health and Wellness (1)

PME I-2000

- Management (3) OR
- Human Resource Management OR
- Leadership OR
- Organizational Behavior PLUS
(1) possible additional hour for a paper

PME II-2000

(1) in Management, Leadership, Human Resource Mgt., or Organizational Behavior.

Council on Occupational Education (COE)

Accreditation Achieved
14 June 2002

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We have Articulation Agreements with the following schools:

- <u>University of Maryland University College</u>
- <u>Central Michigan University</u>
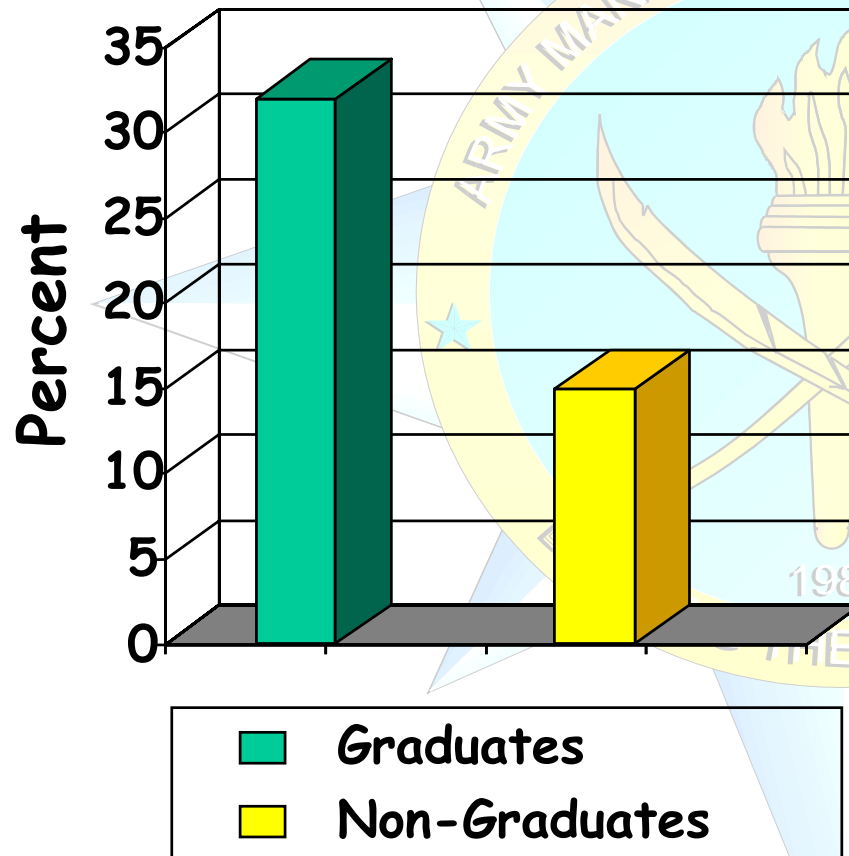- <u>American Military University</u>
- <u>Strayer University</u>

Return on Investment --
What our Graduates' Supervisors Say:

- GRADUATES HAVE THE ABILITY TO HANDLE INCREASED RESPONSIBILITY.

- GRADUATES HAVE THE POTENTIAL TO MOVE TO SENIOR LEADERSHIP POSITIONS.

- GRADUATES' CONFIDENCE IN THEIR OWN PERFORMANCE HAS INCREASED.
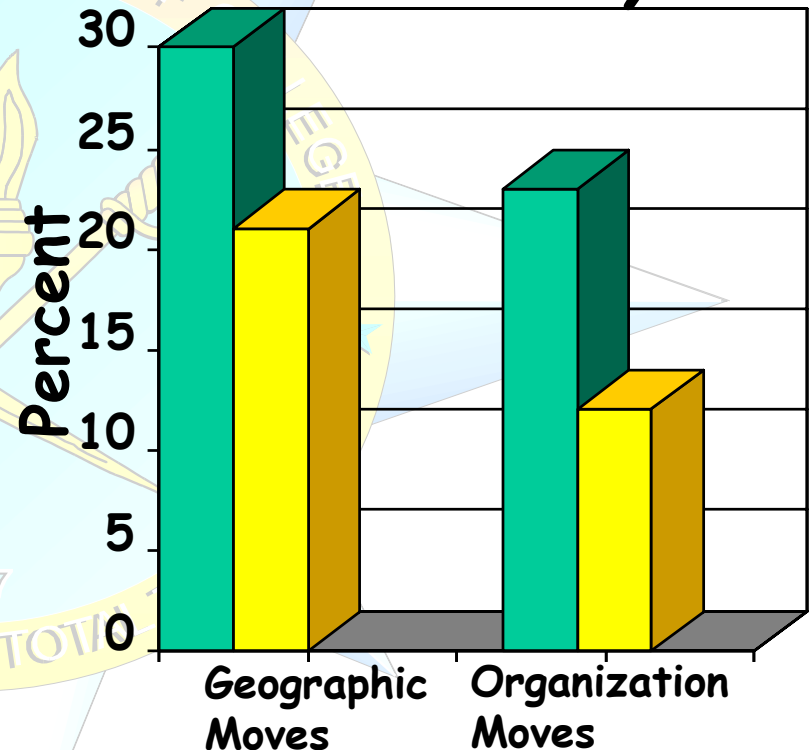
- GRADUATES' VALUE TO THE ORGANIZATION HAS INCREASED.

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AMSC Longitudinal Study --
How Are Our Graduates Doing?

Promotions

Mobility

Percent

35
30
25
20
15
10
5
0

Percent

30
25
20
15
10
5
0

Geographic Moves   Organization Moves

■ Graduates
■ Non-Graduates

Data Tracked Since 1996

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Application Process For GS/GM 12-14

- Go to http://www.amsc.belvoir.army.mil for forms and information. Submit thru Electronic Application Process (EAP) to DA Selection Board
- MACOM Commanders can prioritize and endorse.
- Functional chiefs can prioritize and endorse.
- DA Board selects; e-mail notification to MACOMs.
- AMSC notifies applicants of Board results.

Future Classes

CLASS	START DATES	APPLICATION DUE HQ DA	* DA BOARD MEETS
03-2	19 MAY 03	14 FEB 03	4-7 MAR 03
03-3	15 Sep 03	2 Jun 03	24-27 Jun 03
04-1	12 Jan 04	TBD Oct 3	TBD Oct 3

* Board Dates Subject To Change

Commissioned Officers

Active Duty

Branch Assignment Officer or Officer Development Branch [(703) 325-3157, DSN 221]

Army Reserve

ARPERCEN POC [(314) 592-0673, Option #4, DSN 892]

Army National Guard

POC [(703) 607-7333, DSN 327]

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Warrant Officer, Sergeants Major, and Command Sergeants Major Attendance

Warrant Officer (CW3,4,5)

Warrant Officer Branch POC [(703) 325-7843, DSN 221]

Sergeants Major/Command Sergeants Major

Sergeant Major Branch POC [(703) 325-8315/7686, DSN 221]

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Life after SBLM

- 📖 AMSC Alumni Association
- 📖 Continued Education through ACE
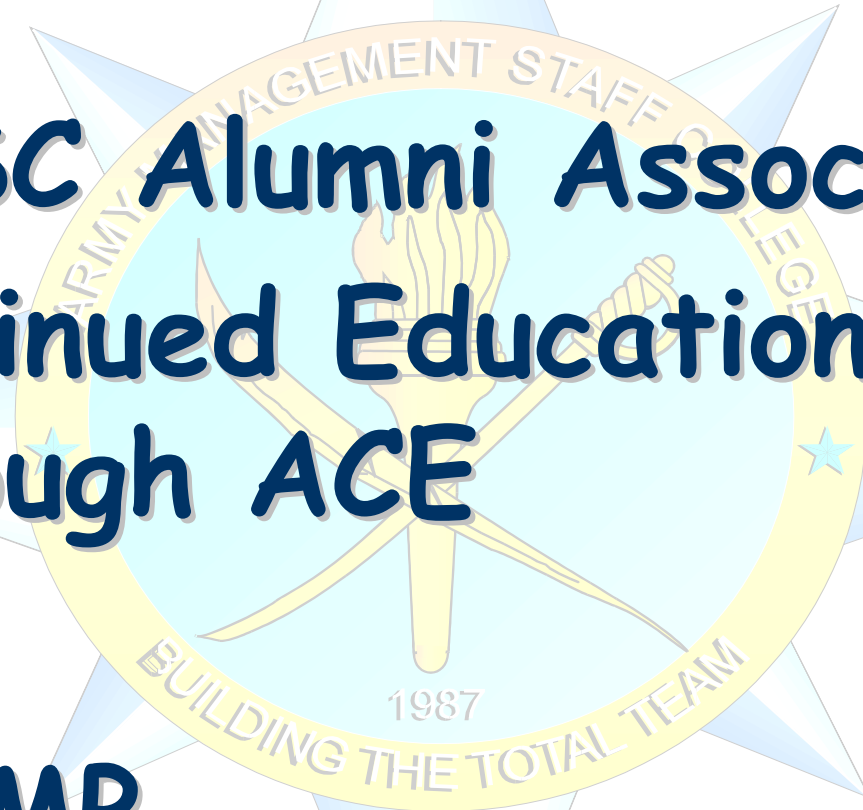- 📖 PME
- 📖 DLAMP
- 📖 SSC

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PERSONNEL MANAGEMENT FOR EXECUTIVES
(PME I & II)

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PME What's it all about?

Selected Issues Covered

- Managing the assets of a diverse workforce

- Improving team building skills

- Improving self awareness and human relations skills

- Apply critical values & ethics in the workplace

- Integrating personality & communication styles with leadership

- Improving active listening skills

- Utilizing communication styles for organizational growth

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PME - Who can attend?

ELIGIBILITY -- 65 Per Class, PME I (9 days)

PME II (5 days)

- **GS/GM-13 & 14 and equivalent wage grade**
  - **12's & 15's by exception**
- **Field grade military**
- **Specifically for supervisors/leaders**
- **Priority to Army; open to all Federal agencies**

CENTRAL FUNDING FOR DA CIVILIANS*
(Civil Works, NAF, and Reserves on a reimbursable basis)

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Defense Leadership & Management Program

(DLAMP--http://www.cpms.osd.mil/dlamp/)

A program developed by OSD in response to recommendations on management of senior DOD personnel (GS13-SES).

DOD Directive 1430.16, April 97

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DLAMP

Requires a Dept-wide perspective, joint emphasis, responsible for people, policy, programs, & other resources of broad significance.

Participants with an advanced degree may round out their academic portfolio by taking up to six courses in management and public policy subjects.

Participants without an advanced degree may be provided the opportunity to earn one, either through a university program or through senior-level professional military education.

Ten-Month Senior Service College experience.

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AMSC

- Builds the Army's strength to deal with
- change today and tomorrow.
- Integrates all its resources and programs--synergy.
- All about practitioners help practitioners practice.
- Externally evaluated and validated programs.